

10

UNITED STATES DISTRICT COURT  
for the  
DISTRICT OF NEW JERSEY

NEWARK BRANCH, NATIONAL ASSOCIATION  
FOR THE ADVANCEMENT OF COLORED PEOPLE,  
JERSEY CITY BRANCH, NATIONAL ASSOCIATION  
FOR THE ADVANCEMENT OF COLORED PEOPLE,  
NEW JERSEY STATE CONFERENCE, NATIONAL  
ASSOCIATION FOR THE ADVANCEMENT OF  
COLORED PEOPLE, and  
THE NATIONAL ASSOCIATION FOR  
THE ADVANCEMENT OF COLORED PEOPLE,

Plaintiffs

v.

CITY OF BAYONNE, NEW JERSEY

Defendant.

Civ. No. #90-684 (HLS)

*400 P  
al*


ORDER

The parties to this action, without conceding any infirmity of their claims or defenses, wish to settle this action by appropriate Order and without the burdens of protracted litigation, and have waived, for purposes of this action only, a hearing and findings of fact and conclusions of law, they have entered into a Stipulation, which is attached hereto and made a part of this Order; and have agreed to the entry of this Order. It is therefore Ordered that the parties shall comply with the terms and conditions of the Stipulation. The defendant shall do no further recruiting or hiring except in accordance with the Stipulation.

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*2-5 91  
A. Rossi*

This case shall be removed from the active docket of this Court upon certification from counsel that a new Ordinance has been enacted pursuant to paragraph 2 of the Stipulation. This Court shall however retain jurisdiction to enforce the Stipulation or make modifications, upon proper motion brought by either party.

  
U.S.D.J.


Done this 31 day of January, 1991

We consent to the entry of this Order.

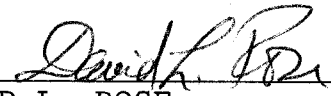
Dated: Liberty Corner, N.J.  
January 10, 1991


Dated: Washington, D.C.  
January 29th, 1991


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CITY OF BAYONNE, NEW JERSEY

Defendant.

Civ. No. #90-684 (HLS)

STIPULATION

This action was brought by the plaintiffs alleging that the City of Bayonne has, by virtue of their "residents only" hiring policy, engaged in hiring and recruitment practices that discriminate against black members of plaintiffs and other black persons represented by plaintiffs in violation of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e et seq. (hereinafter "Title VII"). Defendant has answered the Complaint and denied that it has discriminated against black applicants for employment or against anyone else

in its recruitment and hiring practices. The parties, without conceding any infirmity in their claims or defenses, wish to settle this action by appropriate order and without the burdens and expense of further protracted litigation. For that purpose and in consideration of the mutual promises set forth herein, the parties agree to waive, for purposes of this Stipulation only, a hearing and findings of fact and conclusions of law and agree to the adoption of this Stipulation.

The parties further agree that this Court has jurisdiction over the subject matter of this litigation pursuant to Title VII, that plaintiffs have standing to bring the present action and to enforce this Stipulation, and that defendant is an employer within the meaning of 42 U.S.C. 2000e(b). This Stipulation shall be final and binding between the parties as to all issues raised in the Complaint.

Nothing in this Stipulation shall be construed as evidence of an admission by defendant of a violation of any law, regulation, rule or order, or of an agreement by defendant that the provisions of this Stipulation set forth the minimum standards for the hiring of municipal personnel required by the United States Constitution, Title VII, or by New Jersey State law.

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Accordingly, it is hereby STIPULATED that:

1. The City of Bayonne, its officers, trustees, employees, agents and all other persons acting in concert with them (hereinafter "Bayonne"), shall not engage in any employment practice which unlawfully discriminates against individuals on the basis of their race in recruitment or hiring or in other terms or conditions of employment.

2. The purpose of this Stipulation is to ensure that the recruitment and hiring practices of Bayonne are lawful and non-discriminatory, and to ensure that no one is unlawfully disadvantaged by its recruitment and hiring practices. In particular, pursuant to this Stipulation, Bayonne shall in good faith seek to recruit and employ qualified black applicants in numbers reflecting their availability in the relevant labor market. The parties agree for purposes of this Stipulation that the relevant labor market available to Bayonne as a municipal employer is within the ranges reflected in the charts attached as Exhibit A which represent the racial characteristics of (a) the work force of private employer establishments located in Bayonne; (b) the civilian labor work force in New Jersey; and (c) state and local governmental employees in the State of New Jersey. To achieve that objective, Bayonne shall continue to adopt and implement affirmative recruitment activities directed towards potential

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black applicants in addition to recruitment directed at other potential applicants and shall use fair and non-discriminatory hiring and other employment procedures. To achieve their goals, Bayonne shall adopt the following additional measures:

- a. Bayonne shall not require residence in Bayonne as a condition of employment with Bayonne and shall not grant a preference in recruiting, selection or promotion to residents of Bayonne or otherwise use Bayonne residence as a criterion for the recruiting, selection or promotion of employees. Bayonne may, however, require residence in the State of New Jersey as a condition of employment with Bayonne. Bayonne may require any non-resident hired into a position other than police officer or fire-fighter to move into Bayonne within six months of his or her employment. Nothing in this Stipulation shall be read as preventing Bayonne from adopting an ordinance or other policy of requiring police officers, fire-fighters, and snow removal personnel, within a reasonable time after appointment, to reside within a reasonable distance (determined to be fifteen miles) of Bayonne in order to facilitate a prompt response to an emergency.

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b. To implement paragraph (a) above, Bayonne shall seek to repeal Ordinance 2-18:11 dated 10/30/81 and substitute in its place an ordinance limiting public employment with the City of Bayonne to residents of the State of New Jersey. The parties understand that such a repeal is subject to public notice, hearing, debate and legislative vote. All persons who are on the current Department of Personnel Eligibility Lists for Police Officer (M1927M) and Fire-Fighters (M5878M) will be notified of the legislative process involved in the repeal and enactment of the described ordinances and will be invited to attend and be heard at the public hearing.

c. Upon the repeal and enactment of the ordinances described in paragraph (b) above, Bayonne shall immediately advise the New Jersey Department of Personnel of its change in policy with respect to classification of applicants on the basis of residence and shall promptly furnish the Department of Personnel with a copy of this Stipulation and the revised ordinance. At the same time, Bayonne shall request that the Department of Personnel cancel Lists M1927M and M5878M and create new lists of eligibles for police officer and fire-fighter positions based upon

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the new policy at the earliest practicable date. Bayonne may request that each person on the present list of eligibles for police officer and fire-fighter shall be invited to take the new examination; and each such person will be eligible to do so without filing a new application, unless the New Jersey Department of Personnel demonstrates good reason for doing so.

- d. For any vacancies in Police Officer positions or Fire-Fighter positions that, for reasons of public safety, must be filled in the period of time between the date of the entry of this Stipulation as an Order of Court and the date when the new lists of eligibles for Police Officer and Fire-Fighter positions are certified by the Department of Personnel, the City of Bayonne shall use the current certified lists of resident eligibles of Police Officer and Fire-Fighter applicants from Hudson County to make permanent appointments. The Hudson County list for Police Officer is that which is identified by the symbol "M1927C." The Hudson County list for Fire-Fighter is that which is identified by the symbol "M4710C." The City of Bayonne shall select any needed Police Officers and Fire-Fighters from those lists on a non-discriminatory basis.



Recruitment Program

3. In accord with the purposes of this Stipulation, Bayonne shall utilize a recruitment program aimed at attracting qualified black applicants to compete for openings with the City. The program shall have as its goal the recruitment of black applicants for each position or examination in numbers reflecting their availability in the job category being filled.

4. Bayonne has adopted an affirmative action and recruitment program, a copy of which is attached hereto as Exhibit B. Bayonne shall continue to implement and follow that program and shall maintain records of the recruitment measures used in filling each vacancy category of vacancies and in establishing each list of eligibles, as provided in paragraphs below.

At the request of plaintiffs, but not so often as to be burdensome, the parties shall meet periodically to evaluate the effectiveness of the various elements of the recruitment program and to determine what modifications or additions, including additional paid radio or other advertising, if any, are warranted better to achieve the goals of the program.

5. The provisions of this Stipulation are not intended to modify or reduce the qualification standards for employment with Bayonne. Nothing in this Stipulation shall obligate

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Bayonne to create new positions, to hire unnecessary personnel, to contract or refrain from contracting out work (provided that such contracting does not have the effect of preventing compliance with this Stipulation), or to hire, transfer or promote any person who is not qualified as measured by valid qualification standards, or who is less qualified than another in the applicant pool, as measured by valid qualification standards.

Records and Reporting

6. The parties recognize that for classified competitive job classifications, the New Jersey Department of Personnel makes announcements and conducts examinations for Bayonne and Bayonne itself has full control over the selection procedures for other job classifications. Bayonne shall make and maintain, and shall make good faith efforts to ensure that the New Jersey Department of Personnel makes and maintains, for the duration of this Stipulation, all records concerning the implementation of this Stipulation, including:

- a. The text of each announcement or notice of testing and/or vacancy, the places where it was posted and/or filed, the persons contacted at such places, and the dates of such contacts and posting, the newspapers in which it was published and the dates of publication, and the radio and television stations (if any) where it was broadcast and the dates and times of such broadcasts;

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- b. All applications, eligibility lists, seniority rosters, interview notes, test results, disciplinary actions, evaluations, and complaints of discrimination in employment;
- c. For each vacancy or job classification that is open to competitive examination, except for promotional examinations (those limited to applicants from the lower rank or job classification in the municipal department or agency of Bayonne), including each vacancy or job classification filled by a person not employed by Bayonne in a regular full time position at the time of application, the following data with regard to each applicant shall be separately maintained: name, mailing address of residence, telephone number, date of application, how applicant became aware of the employment opportunity, and, if tested, the date(s) of the test(s) administered, the test results (fail/pass, rank) and assignment (if hired). A statistical summary of the race and national origin of each applicant shall also be maintained and a record of same shall be maintained separately from the application and other materials from which decisions on eligibility and selection are made;

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- d. If Bayonne requires that non-residents who are hired move into Bayonne within six months of the date of their appointment, Bayonne shall maintain any correspondence with any employee or applicant for employment concerning that requirement, including notice given of the requirement, and notice that any employee has not complied with the requirement.
- e. Plaintiffs may inspect and copy such records described in paragraphs a-d above which are maintained by Bayonne upon reasonable notice and written request.

7. On or before January 1, 1991, and each year thereafter for the duration of this Stipulation, Bayonne shall provide to counsel for the plaintiffs a copy of the most recent budget which shall contain a list of each salaried and hourly employment category, showing for each department: the number of persons employed by Bayonne in each category as of January 1, and showing full-time regular employees separately from part-time or temporary employees. Defendant shall annotate the budget document to show the race of each individual employed by Bayonne. On June 1 and December 1 of each year in which this Stipulation is in effect, Bayonne shall provide to counsel for the plaintiffs a copy of Bayonne's monthly personnel report for

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each of the past six months. It is understood by the parties that the format of the report, a sample copy of which is appended as Exhibit C, shall remain substantially the same and shall at a minimum show all additions and deletions to the municipal work force with the department, title and salary indicated. Defendant shall annotate the monthly personnel document to show the race of each individual newly employed or terminated by Bayonne.

8. If Bayonne determines to require that non-resident employees move into Bayonne within six months, it shall advise each employee of the requirement at the time of application and at the time of appointment, and shall provide notice at least three months in advance of any possible termination.

9. Within ninety (90) days of the approval of this Stipulation by the Court, the defendant shall pay to counsel for the plaintiffs the sum of \$17,000.00 in attorneys fees and expenses incurred by plaintiffs in the investigation and prosecution of this action. The parties agree that this amount constitutes payment in full for all attorneys fees and expenses incurred by plaintiffs in the prosecution of this action through the date of approval of this Stipulation by the Court. The parties agree that the sum paid shall not affect plaintiff's ability to apply for attorney's fees if they

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prevail in a proceeding for non-compliance with this Stipulation. However, defendant shall not be liable for fee's and costs if a minor dispute should arise concerning the interpretation and compliance with the Stipulation.

#### Compliance

10. For the purpose of this Stipulation and any motion based upon defendant's alleged compliance or non-compliance with the substantive requirements of this Stipulation, defendant shall be considered to be in "compliance" with the provisions of this Stipulation unless plaintiffs make a clear and convincing showing that defendant's failures or omissions to meet the terms of this Stipulation were not minimal or isolated but were substantial.

11. In the event that plaintiffs believe that defendant is not in "compliance" with this Stipulation as defined in paragraph 10, plaintiffs counsel shall bring the facts supporting that belief to the attention of defendant's counsel prior to the filing of any motion to enforce the terms of this Stipulation. Upon receipt of plaintiffs' notice by defendant's counsel, defendant shall either remedy the alleged problem and so notify plaintiffs' counsel in writing or provide a written explanation within ten (10) working days in emergency

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situations, or forty-five (45) working days in all other cases. If the issue is not resolved, plaintiffs may seek relief from the Court in accordance with paragraph 12.

12. The Court, upon motion and based on proof of defendant's failure to comply with this Stipulation as defined in Paragraph 10, may alter the frequency of reporting and inspection, may extend such periods beyond the four (4) years specified in paragraph 14 of this Stipulation, by periods of no more than one year for each extension, and may make such other orders as are consistent with and reasonably necessary to ensure compliance with this Stipulation.

13. Plaintiffs shall not seek or obtain any order, judgment or Stipulation enforcing or extending this Stipulation except upon motion and a finding by the Court of non-compliance with the terms thereof as set forth in paragraph 10. Such a motion shall allege compliance by plaintiffs with the requirements of paragraph 11. Either party may seek a modification of this Stipulation upon a showing of changed circumstances. Such motions shall be supported by affidavits or declarations made under penalty of perjury and based on personal knowledge. Such affidavits or declarations shall set forth facts that would be admissible in evidence and shall show affirmatively that the affiant or declarant is competent to testify to the matters stated therein.

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14. At the conclusion of four (4) years from the date this Stipulation is executed by the Court, unless extended by the Court in accordance with the provisions of Paragraph 12 and then at the conclusion of that extended period, the requirements of this Stipulation shall cease to bind the defendant as well as its successors, agents, employees, assigns and those acting in concert with it, except that defendant, its successors, agents, employees, assigns and those acting in concert with it shall continue to ensure that the recruitment and hiring practices of Bayonne are lawful and non-discriminatory, and to ensure that no one is unlawfully disadvantaged by its recruitment and hiring practices.

#### Implementation

15. If the City of Bayonne repeals its present Ordinance limiting public employment to residents of Bayonne, and adopts the kind of Ordinance contemplated by paragraph 2 of the Stipulation no later than February 28, 1991, this Stipulation shall remain in effect for a period of four years from this date, unless extended by order of the Court pursuant to the Stipulation.

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If the City of Bayonne does not repeal its present Ordinance and adopt a new Ordinance of the kind contemplated by paragraph 2 of the Stipulation on or before February 28, 1991, the Stipulation shall be of no further effect after February 28, 1991, but the City shall be enjoined from further recruitment or hiring except in accordance with the Stipulation until this Court can hear and decide the merits of this suit.

Dated: Liberty Corner, N.J.  
January 10, 1991

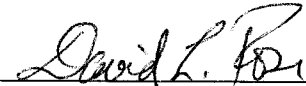
Dated: Washington, D.C.  
January 29<sup>th</sup>, 1991


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E X H I B I T      A

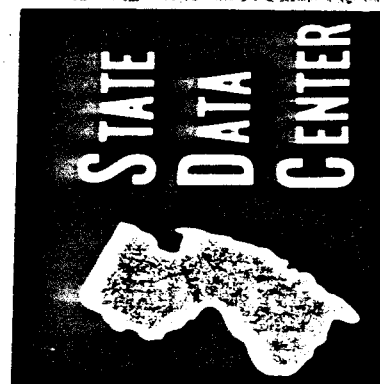
SUMMARY BY ZIP CODE (IN \$)																					
TOTAL EMPLOYMENT		OFFICIALS & MEMBERS		PROFESSIONALS		TECHNICALS		SALES WORKERS		OFFICE & CLERICAL		TOTAL		CRAFT WORKERS		OPERATIVES		LABORERS		MANAGERS	
ALL	T	ALL	T	ALL	T	ALL	T	ALL	T	ALL	T	ALL	T	ALL	T	ALL	T	ALL	T	ALL	T
ALL	4,625	2,167	484	468	260	133	827	2,124	491	596	1,037	334	206	121	707	353	36	72	120	83	56
ALL	2,123	707	319	128	87	112	61	1,325	458	328	1,037	145	121	707	353	36	72	120	83	56	
ALL	2,472	1,460	165	340	173	21	761	799	33	260	498	213	206	121	707	353	36	72	120	83	56
WHITE	3,094	1,818	427	385	199	116	691	1,070	348	392	1,034	143	120	707	353	36	72	120	83	56	
WHITE	1,444	587	285	96	65	99	42	772	350	216	1,034	143	120	707	353	36	72	120	83	56	
WHITE	1,650	1,231	142	289	134	17	649	298	18	186	1,034	143	120	707	353	36	72	120	83	56	
MIN	1,531	349	57	83	61	17	131	1,034	143	120	707	353	36	72	120	83	56	120	83	56	
MIN	709	120	34	32	22	13	19	563	128	92	1,034	143	120	707	353	36	72	120	83	56	
MIN	822	229	23	51	39	4	112	501	15	112	1,034	143	120	707	353	36	72	120	83	56	
BLACK	899	176	34	18	38	7	79	640	73	109	1,034	143	120	707	353	36	72	120	83	56	
BLACK	370	54	21	9	9	6	4	299	65	57	1,034	143	120	707	353	36	72	120	83	56	
BLACK	529	122	13	9	29	1	70	341	8	52	1,034	143	120	707	353	36	72	120	83	56	
SEA	440	78	17	14	6	5	56	359	53	89	1,034	143	120	707	353	36	72	120	83	56	
SEA	263	27	10	4	3	2	6	224	46	33	1,034	143	120	707	353	36	72	120	83	56	
SEA	205	51	7	8	3	3	50	135	7	56	1,034	143	120	707	353	36	72	120	83	56	
ASIAN	157	91	4	50	17	5	15	52	17	3	1,034	143	120	707	353	36	72	120	83	56	
ASIAN	75	38	2	17	10	5	4	30	17	7	1,034	143	120	707	353	36	72	120	83	56	
ASIAN	82	53	2	33	7	0	11	22	0	1	1,034	143	120	707	353	36	72	120	83	56	
AMIND	7	4	2	1	0	0	1	1	0	3	1,034	143	120	707	353	36	72	120	83	56	
AMIND	1	1	1	0	0	0	0	0	0	0	1,034	143	120	707	353	36	72	120	83	56	
AMIND	6	3	1	1	0	0	1	1	0	3	1,034	143	120	707	353	36	72	120	83	56	
ALL	100.0	100.0	27.4	72.6	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
ALL	46.6	32.6	65.9	34.1	33.5	84.2	7.4	62.4	93.3	50.0	52.0	36.2	36.2	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
ALL	53.4	67.4	34.1	65.5	66.5	15.8	92.4	37.6	6.7	49.0	48.0	63.8	63.8	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
WHITE	66.9	83.9	88.2	82.3	76.5	87.2	84.1	100.4	70.9	65.8	51.9	31.7	31.7	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
WHITE	31.2	27.1	58.9	20.5	25.0	74.4	5.1	26.3	67.2	39.6	19.9	23.4	23.4	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
WHITE	35.7	56.8	29.3	61.8	51.5	12.8	79.0	14.0	3.7	26.2	31.0	36.2	36.2	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
MIN	33.1	16.1	11.8	17.7	23.5	12.8	18.9	19.9	9.1	34.0	60.2	10.1	10.1	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
MIN	15.3	5.5	7.0	6.8	8.5	9.8	2.3	26.0	6.1	15.4	33.1	10.1	10.1	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
MIN	17.8	10.6	4.8	10.9	15.0	5.0	13.6	25.6	3.1	16.0	36.1	10.1	10.1	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
BLACK	19.4	8.1	7.0	3.8	14.6	5.3	9.6	30.1	14.9	10.3	44.2	24.9	24.9	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
BLACK	8.0	2.5	4.3	1.9	3.5	4.5	1.1	14.1	13.2	9.6	12.1	5.1	5.1	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
BLACK	11.4	5.6	2.7	1.9	11.2	.8	8.5	16.1	1.6	4.7	27.1	19.8	19.8	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
SEA	10.1	3.6	3.5	3.0	2.3	3.8	4.4	16.9	10.8	14.9	20.9	9.3	9.3	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
SEA	5.7	1.2	2.1	1.3	1.2	1.5	1.7	10.5	9.4	5.5	14.0	3.6	3.6	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
SEA	4.4	2.4	1.4	1.7	1.2	2.3	3.6	6.4	1.4	9.4	6.9	5.7	5.7	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
ASIAN	3.4	4.2	.8	10.7	6.5	3.8	1.8	2.4	3.5	.5	3.1	4.2	4.2	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
ASIAN	1.6	1.8	.4	3.6	3.8	3.8	1.9	1.4	3.5	.3	1.1	2.1	2.1	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
ASIAN	1.8	2.4	.4	7.1	2.7	.0	1.3	1.0	.0	.2	2.0	3.1	3.1	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
AMIND	.2	.2	.4	.2	.0	.0	.1	.1	.0	.3	.0	.0	.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
AMIND	.6	.1	.2	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
AMIND	.1	.1	.2	.2	.0	.0	.1	.1	.0	.3	.0	.0	.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	

**CHARLES SERRAINO**  
Commissioner

**THOMAS H. KEAN**  
Governor

State of New Jersey  
1980 U.S. Census Data  
for

# AFFIRMATIVE ACTION PROGRAMS



State of New Jersey  
Department of Labor  
Division of Planning and Research  
Co-produced by:  
The New Jersey State Data Center  
and  
Office of Demographic and Economic Analysis  
The Bureau of Labor Force Statistics  
C N 383  
Trenton, New Jersey 08625-0383

Originally Printed March 1983  
Reprinted March 1985

TABLE 1. POPULATION, LABOR FORCE, AND EMPLOYMENT CHARACTERISTICS FOR PERSONS 16 YEARS OLD AND OVER  
BY SEX AND RACE OR SPANISH ORIGIN: 1980 CENSUS OF POPULATION AND HOUSING --- STATE OF NEW JERSEY

	POPULATION 16 YEARS & OVER		CIVILIAN LABOR FORCE		CIVILIAN EMPLOYED		CIVILIAN UNEMPLOYED		LABOR FORCE % OF POP.		UNEMPLOY- MENT RATE	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT				
BOTH SEXES, ALL RACES	5625661	100.0	3523255	100.0	3288302	100.0	234953	100.0	62.6		6.7	
WHITE	4809629	85.5	3014661	85.6	2837478	86.3	177183	75.4	62.7		5.9	
BLACK	630913	11.2	390262	11.1	343469	10.4	46793	19.9	61.9		12.0	
AMER. INDIAN, ESKIMO, AND ALEUT	7485	.1	4948	.1	4402	.1	546	.2	66.1		11.0	
ASIAN & PACIFIC IS.	74671	1.3	51679	1.5	49471	1.5	2208	.9	69.2		4.3	
OTHER RACES	102963	1.8	61705	1.8	53482	1.6	8223	3.5	59.9		13.3	
SPANISH ORIGIN 1/	327438	5.8	211038	6.0	187998	5.7	23040	9.8	64.5		10.9	
WOMEN, ALL RACES	2993450	100.0	1513642	100.0	1402194	100.0	111448	100.0	50.6		7.4	
WHITE	2542823	84.9	1265762	83.6	1182078	84.3	83684	75.1	49.8		6.6	
BLACK	351727	11.7	197641	13.1	175087	12.5	22554	20.2	56.2		11.4	
AMER. INDIAN, ESKIMO, AND ALEUT	3915	.1	2188	.1	1943	.1	245	.2	55.9		11.2	
ASIAN & PACIFIC IS.	39994	1.3	22404	1.5	21124	1.5	1280	1.1	56.0		5.7	
OTHER RACES	54991	1.8	25647	1.7	21962	1.6	3685	3.3	46.6		14.4	
SPANISH ORIGIN 1/	173982	5.8	90238	6.0	78166	5.6	12072	10.8	51.9		13.4	

1/ SPANISH ORIGIN IS NOT A RACE GROUP. PERSONS OF SPANISH ORIGIN MAY BE OF ANY RACE.

STATE: 34 NEW JERSEY  
STATE SUMMARY  
REPORTING UNITS: 207

JOB CATEGORY: PROTECTIVE SERVICE

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
STATE AND LOCAL GOVERNMENT INFORMATION (EEO-4), 1987  
(SUMMARY REPORT FOR 1987 EEO-4 SURVEY)

ANNUAL SALARY \$M  
0.1-7.9  
8.0-11.9  
12.0-15.9  
16.0-19.9  
20.0-24.9  
25.0-32.9  
33.0-42.9  
43.0 PLUS

TOTAL  
NUMBER PCT  
182 60.7  
192 59.8  
142 54.6  
93 71.0  
1,750 79.0  
4,869 88.2  
12,950 96.2  
4,993 98.1  
247 99.2

MALE  
BLACK  
NUMBER PCT  
2 1.5  
20 7.7  
272 20.5  
256 11.6  
1,076 19.5  
1,813 13.5  
273 5.4  
10 4.0

ASIAN  
NUMBER PCT  
0 0.0  
0 0.0  
4 0.3  
1 0.0  
27 0.5  
20 0.1  
3 0.1  
0 0.0

INDIAN  
NUMBER PCT  
0 0.0  
0 0.0  
2 0.2  
5 0.2  
14 0.3  
14 0.1  
1 0.0  
0 0.0

TOTAL  
MEDIAN SALARY  
25,976 91.9  
\$28,214

WHITE  
NUMBER PCT  
80 59.8  
118 45.4  
587 44.2  
1,398 63.1  
3,521 63.8  
10,777 80.1  
4,635 91.0  
235 94.4

BLACK  
NUMBER PCT  
2 1.5  
20 7.7  
272 20.5  
256 11.6  
1,076 19.5  
1,813 13.5  
273 5.4  
10 4.0

ASIAN  
NUMBER PCT  
0 0.0  
0 0.0  
4 0.3  
1 0.0  
27 0.5  
20 0.1  
3 0.1  
0 0.0

INDIAN  
NUMBER PCT  
0 0.0  
0 0.0  
2 0.2  
5 0.2  
14 0.3  
14 0.1  
1 0.0  
0 0.0

ANNUAL SALARY \$M  
0.1-7.9  
8.0-11.9  
12.0-15.9  
16.0-19.9  
20.0-24.9  
25.0-32.9  
33.0-42.9  
43.0 PLUS

TOTAL  
NUMBER PCT  
53 39.3  
118 45.4  
386 29.0  
464 21.0  
650 11.8  
509 3.8  
98 1.9  
2 0.8

MALE  
BLACK  
NUMBER PCT  
5 3.7  
7 2.7  
124 9.3  
156 7.0  
259 4.7  
215 1.6  
21 0.4  
0 0.0

ASIAN  
NUMBER PCT  
0 0.0  
0 0.0  
2 0.2  
0 0.0  
2 0.0  
0 0.0  
0 0.0  
0 0.0

INDIAN  
NUMBER PCT  
0 0.0  
0 0.0  
0 0.0  
0 0.0  
0 0.0  
0 0.0  
0 0.0  
0 0.0

TOTAL  
MEDIAN SALARY  
2,280 8.1  
\$20,916

WHITE  
NUMBER PCT  
48 35.6  
106 40.8  
247 18.6  
291 13.1  
371 6.7  
282 2.1  
76 1.5  
2 0.8

BLACK  
NUMBER PCT  
5 3.7  
7 2.7  
124 9.3  
156 7.0  
259 4.7  
215 1.6  
21 0.4  
0 0.0

ASIAN  
NUMBER PCT  
0 0.0  
0 0.0  
2 0.2  
0 0.0  
2 0.0  
0 0.0  
0 0.0  
0 0.0

INDIAN  
NUMBER PCT  
0 0.0  
0 0.0  
0 0.0  
0 0.0  
0 0.0  
0 0.0  
0 0.0  
0 0.0

ANNUAL SALARY \$M  
0.1-7.9  
8.0-11.9  
12.0-15.9  
16.0-19.9  
20.0-24.9  
25.0-32.9  
33.0-42.9  
43.0 PLUS

TOTAL  
NUMBER PCT  
135 100.0  
260 100.0  
1,329 100.0  
2,214 100.0  
5,519 100.0  
13,459 100.0  
5,091 100.0  
249 100.0

MALE  
BLACK  
NUMBER PCT  
7 5.2  
27 10.4  
396 29.8  
412 18.6  
1,335 24.2  
2,028 15.1  
294 5.8  
10 4.0

ASIAN  
NUMBER PCT  
0 0.0  
0 0.0  
6 0.5  
1 0.0  
29 0.3  
20 0.1  
3 0.1  
0 0.0

INDIAN  
NUMBER PCT  
0 0.0  
0 0.0  
2 0.2  
5 0.2  
14 0.3  
14 0.1  
1 0.0  
0 0.0

TOTAL  
MEDIAN SALARY  
28,256 100.0  
\$27,777

WHITE  
NUMBER PCT  
128 94.8  
224 86.2  
834 62.8  
1,689 76.3  
3,892 70.5  
11,059 82.2  
4,711 92.5  
237 95.2

BLACK  
NUMBER PCT  
7 5.2  
27 10.4  
396 29.8  
412 18.6  
1,335 24.2  
2,028 15.1  
294 5.8  
10 4.0

ASIAN  
NUMBER PCT  
0 0.0  
0 0.0  
6 0.5  
1 0.0  
29 0.3  
20 0.1  
3 0.1  
0 0.0

INDIAN  
NUMBER PCT  
0 0.0  
0 0.0  
2 0.2  
5 0.2  
14 0.3  
14 0.1  
1 0.0  
0 0.0

TOTAL  
MEDIAN SALARY  
28,256 100.0  
\$27,777

WHITE  
NUMBER PCT  
128 94.8  
224 86.2  
834 62.8  
1,689 76.3  
3,892 70.5  
11,059 82.2  
4,711 92.5  
237 95.2

BLACK  
NUMBER PCT  
7 5.2  
27 10.4  
396 29.8  
412 18.6  
1,335 24.2  
2,028 15.1  
294 5.8  
10 4.0

ASIAN  
NUMBER PCT  
0 0.0  
0 0.0  
6 0.5  
1 0.0  
29 0.3  
20 0.1  
3 0.1  
0 0.0

INDIAN  
NUMBER PCT  
0 0.0  
0 0.0  
2 0.2  
5 0.2  
14 0.3  
14 0.1  
1 0.0  
0 0.0

6,711

\*\* TOTAL \*\*



STATE: NEW JERSEY  
TABLE 5: STATE SUMMARY  
REPORTING UNITS: 207

TOTAL FULL TIME EMPLOYMENT

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
STATE AND LOCAL GOVERNMENT INFORMATION (EEO-4), 1987  
NATIONAL EMPLOYMENT SUMMARY

159

ANNUAL SALARY \$M	TOTAL		WHITE		BLACK		HISPANIC		ASIAN		INDIAN	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
0.1- 7.9	739	57.2	647	50.0	70	5.4	14	1.1	3	0.2	5	0.4
8.0-11.9	2,762	27.8	1,640	16.5	847	8.5	227	2.3	37	0.4	11	0.1
12.0-15.9	8,684	35.1	5,373	21.7	2,672	10.6	589	2.4	77	0.3	19	0.1
16.0-19.9	13,048	44.1	9,670	32.7	2,672	9.0	605	2.0	67	0.2	34	0.1
20.0-24.9	19,993	55.3	15,204	42.0	3,881	10.7	715	2.0	154	0.4	39	0.1
25.0-32.9	32,158	74.3	26,079	60.3	4,809	11.1	966	2.2	267	0.6	37	0.1
33.0-42.9	17,020	82.3	15,569	75.3	1,008	4.9	244	1.2	189	0.9	10	0.0
43.0 PLUS	7,808	86.2	7,250	80.1	347	3.8	76	0.8	127	1.4	8	0.1
TOTAL	102,212	58.5	81,432	46.6	16,260	9.3	3,436	2.0	921	0.5	163	0.1
MEDIAN SALARY	\$26,462		\$27,510		\$22,467		\$21,979		\$28,670		\$21,603	

ANNUAL SALARY \$M	TOTAL		WHITE		BLACK		HISPANIC		ASIAN		INDIAN	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
0.1- 7.9	554	42.8	450	34.8	92	7.1	10	0.8	1	0.1	1	0.1
8.0-11.9	7,180	72.2	4,456	44.8	2,163	21.8	456	4.6	85	0.9	20	0.2
12.0-15.9	16,035	64.9	9,871	39.9	5,089	20.6	907	3.7	148	0.6	20	0.1
16.0-19.9	16,542	55.9	10,729	36.3	5,050	17.1	573	1.9	134	0.5	56	0.2
20.0-24.9	16,178	44.7	10,362	28.6	5,139	14.2	499	1.4	150	0.4	28	0.1
25.0-32.9	11,104	25.7	8,041	18.6	2,556	5.9	291	0.7	190	0.4	26	0.1
33.0-42.9	3,648	17.7	2,933	14.2	125	2.8	64	0.3	70	0.3	6	0.0
43.0 PLUS	1,246	13.8	988	10.9	125	1.4	25	0.3	106	1.2	2	0.0
TOTAL	72,487	41.5	47,830	27.4	20,789	11.9	2,825	1.6	884	0.5	159	0.1
MEDIAN SALARY	\$19,016		\$19,407		\$18,416		\$16,276		\$22,467		\$18,750	

\*\* TOTAL \*\*

ANNUAL SALARY \$M	TOTAL		WHITE		BLACK		HISPANIC		ASIAN		INDIAN	
	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT	NUMBER	PCT
0.1- 7.9	1,293	100.0	1,097	84.8	162	12.5	24	1.9	4	0.3	6	0.5
8.0-11.9	9,942	100.0	6,096	61.3	3,010	30.3	683	6.9	122	1.2	31	0.3
12.0-15.9	24,719	100.0	15,244	61.7	7,715	31.2	1,496	6.1	225	0.9	39	0.2
16.0-19.9	29,590	100.0	20,399	68.9	7,722	26.1	1,178	4.0	201	0.7	90	0.3
20.0-24.9	36,171	100.0	25,566	70.7	9,020	24.9	1,214	3.4	304	0.8	67	0.2
25.0-32.9	43,262	100.0	34,120	78.9	7,365	17.0	1,257	2.9	457	1.1	63	0.1
33.0-42.9	20,668	100.0	16,502	89.5	1,583	7.7	308	1.5	259	1.3	16	0.1
43.0 PLUS	9,054	100.0	8,238	91.0	472	5.2	101	1.1	233	2.6	10	0.1
TOTAL	174,699	100.0	129,262	74.0	37,049	21.2	6,281	3.6	1,805	1.0	322	0.2
MEDIAN SALARY	\$23,014		\$24,263		\$19,956		\$19,150		\$25,814		\$19,778	

E X H I B I T    B



# POLICY

1

JAN 02 '91 11:38 AMM&amp;M LIBERTY CNR 1 467 8612

P.4/6

1.

CHAPTER 1POLICY

The City of Bayonne seeks to attract and employ qualified applicants for employment with the City regardless of race, color, creed or religion, sex, national origin, handicap or age. The City is and will continue to be an Equal Opportunity Employer. The City of Bayonne sets forth and reaffirms its policy of equal employment opportunity and of non-discrimination in the provision of all public services. The City of Bayonne complies with Title VII of the Civil Rights Act of 1964, as amended (42 USC 2000d - 2000d 4), the provisions of Section 112 of Public Law 92-65 (24 USC 3123), the provisions of Section 504 of the Rehabilitation Act of 1973 (23 USC 794), the provisions of the Age Discrimination Act of 1975 (42 USC 6101 et seq.) and the New Jersey Law Against Discrimination (N.J.S.A. 10:5-1).

The City of Bayonne declares its intent to make all decisions regarding employee recruitment, hiring, promotions and other terms and conditions of employment without discrimination on the basis of race, color, creed or religion, sex, national origin, handicap, age or other factors and considerations which cannot be legally used as the basis for an employment decision or action.

The City of Bayonne also reaffirms its policy of non-discrimination and plan of action to assure the non-discrimination on the basis of any unlawful factors or considerations in the provision of all services provided to the public by all agencies and facilities of the City and will provide for the implementation of same.

RECRUITMENT

5

## CHAPTER 5

### RECRUITMENT

The City of Bayonne will initiate and maintain a program of affirmative recruitment of women and minority group members in all categories of employment in which they have been determined to have been under-utilized. Whether or not such under-utilization has existed or now exists, the City of Bayonne will expand its affirmative recruitment for all job categories and positions to avoid discrimination in recruitment on the basis of race, color, creed or religion, sex, national origin, age, or other factors and considerations.

This affirmative recruitment program will include but not be limited to the following components:

1. Public Statement

The statement that the City of Bayonne seeks to attract qualified applicants regardless of race and the term "Equal Opportunity Employer" will be used in advertisements and announcements for municipal jobs. Copies of the City of Bayonne's Policy Statement on Equal Employment Opportunity suitable for posting shall be sent to all recruiting services used by the City of Bayonne, including the New Jersey Department of Personnel. The City of Bayonne shall request that the New Jersey Department of Personnel post a copy of the policy in its offices at 153 Halsey Street, in Newark each time that the Department posts an announcement of examination for titles with the City of Bayonne.

The City of Bayonne's Policy Statement on Equal Employment Opportunity shall be displayed at locations where candidates apply for employment and where interviewing is conducted, including the office of the City Clerk, the office of the Mayor, the offices of the Director of each Department, and any bulletin board where job announcements are posted.

2. Recruitment Strategies for Executive Level Positions

Development and implementation of recruitment strategies for all qualified minorities and women to fill executive level vacancies as the need arises. This will be an ongoing function and responsibility of the Affirmative Action Officer and the Mayor.

3. Advertisement of Vacancies

The Affirmative Action Officer shall be responsible for timely recruitment activities by providing the local and regional newspapers, including the Jersey Journal, the Hudson Dispatch, the Newark Star Ledger, the City News, The Connection and the Community News, with the recent Job Opportunities Bulletins.

The City of Bayonne shall utilize public service announcements and paid advertisements on local and regional radio stations such as WNJR, WBLS and WKYS as a means for encouraging applications from minority and women candidates. The frequency, timing and format of such advertising shall be such as to give reasonable notice to potential applicants of

the pertinent position or positions, it being recognized that different kinds of advertising will be applicable for different positions. Alternatively, for non-competitive positions, and for open competitive positions other than police officer and firefighter, the City of Bayonne may elect to advertise in the above manner for applicants at least once each year and to keep applications received on file until the next advertisement period for selection as jobs become available. In the case of open competitive positions, all applicants shall be informed when an appropriate examination is announced.

4. Notification of Vacancies

Each Department head shall notify the Personnel Officer and the Affirmative Action Officer when a vacancy occurs to allow for sufficient time for recruitment. The Affirmative Action Officer and the Personnel Officer will set forth affirmative recruitment recommendations that should be implemented. Minority and women employees employed by the City of Bayonne will be encouraged to refer applicants.

5. Contact with Media and Special Interest Groups

The Affirmative Action Officer will provide copies of all appropriate Civil Service materials to the Bayonne Economic Opportunity Foundation (BEOF), the Bayonne, Jersey City and Newark branches of the NAACP, the New Jersey State Conference of the NAACP, The Spanish American Citizens Club, the National Organization of Women, the Urban League offices in Montclair

and Jersey City, the Vulcan Pioneers and Bronze Shields offices in Newark and Jersey City, the New Jersey Employment Services offices in Jersey City, Newark and East Orange and all other organizations that express an interest in the recruitment and referral of minority and women applicants. These sources will be reviewed semi-annually to determine their effectiveness in referring a representative diversity of candidates.

6. Recruitment at Local Colleges

The Affirmative Action Officer will include recruitment at the following local colleges in the overall plan to overcome the under-utilization of women and minorities for positions requiring advanced education: Jersey City State College, St. Peter's College, Stevens Institute of Technology, Essex Community College, John Jay College of Criminal Justice, Hudson County Community College and Kean College of New Jersey.

7. Timing of Outreach Efforts

At least four weeks prior to the closing date for accepting applications, position announcements suitable for posting, along with the City of Bayonne's EEO Policy Statement, application forms and correspondence encouraging the referral of black and other minority candidates, will be distributed by the Affirmative Action Officer to all recruiting and or referral sources, identified previously. Such recruiting sources will be informed of vacancies in non-competitive classified jobs at least four weeks before they are filled, and

of examinations for competitive classified jobs at least four weeks before the closing date for accepting applications.

8. Posting of Vacancy Announcements

All Job Opportunity Bulletins and vacancy announcements received by the City of Bayonne will be openly posted in places that are readily accessible and visible to all employees of the City. The posting period for all vacancies shall be no fewer than 10 working days in order to allow sufficient time for all interested City employees to consider applying. All Job Opportunity Bulletins will be posted at all public libraries upon receipt by the City.

9. Additions and Changes to Plan

Additions to or changes in these affirmative recruitment procedures may be recommended to the Affirmative Action Officer from any source at any time with the end of truly achieving the goals and objectives of this plan.

10. Employment of Spouses

It will be the policy of the City of Bayonne to allow employment of spouses in the same department, provided that one spouse does not participate in making recommendations or decisions specifically affecting the appointment, retention, work assignments, promotion, demotion, salary, or working conditions of the other spouse.



# GOALS

11

Five Year Plan

- 1) Under-utilization of women and minorities exists in each of the following categories:  
Administration, Professionals, Technicians, Protective Services, Office-Clerical, Skilled Crafts and Service Maintenance.
- 2) It is the City's overall objective to fill vacancies in these categories by either hiring or upgrading women and minorities.
- 3) The City's long range intention is to strive towards matching the City's employment characteristics with the population characteristics in the relevant labor market available to the City of Bayonne as a municipal employer.
- 4) In order to accomplish the aforementioned goals and objectives, the City's Affirmative Action Officer will identify specific vacancies that occur each year in categories where there is an under-utilization of women and minorities.
- 5) The Affirmative Action Officer will review existing employee records of those women and minorities who may

C I T Y   O F   B A Y O N N E  
P E R S O N N E L

<u>DEPARTMENT</u>	<u>8-01-90</u>	<u>9-01-90</u>	<u>10-01-90</u>
OFFICE OF THE MAYOR/COMMUNITY DEV.	20	21	20
BUSINESS ADMINISTRATION	7	7	7
CITY CLERK/DEPARTMENT OF LAW	12	13	13
MUNICIPAL COUNCIL	6	6	6
DEPARTMENT OF ENGINEERING	17	18	18
DEPARTMENT OF FINANCE	20	19	19
DEPARTMENT OF HEALTH & WELFARE	29	29	30
FREE PUBLIC LIBRARY	30	31	32
DEPARTMENT OF PUBLIC SAFETY			
NON-UNIFORM	34	36	37
FIREFIGHTERS	171	165	V165
POLICE	<u>170</u>	<u>169</u>	<u>180</u>
	375	370	382
DEP'T OF PUBLIC WORKS/PARKS & REC.	105	104	102
WATER/MAINTENANCE/SEWER			
WATER ADMINISTRATION	19	18	18
WATER MAINTENANCE	21	21	20
WATER SEWER	<u>34</u>	<u>34</u>	<u>34</u>
	74	73	72
TOTAL	<u>695</u>	<u>691</u>	<u>701</u>

C I T Y O F B A Y O N N EP E R S O N N E LPart Time/Seasonal

<u>DEPARTMENT</u>	<u>8-01-90</u>	<u>9-01-90</u>	<u>10-01-90</u>
COMMUNITY DEVELOPMENT/MAYOR'S	6	6	6
HEALTH & WELFARE	5	5	6
LIBRARY (21+3)	24	(23+2) 25	(26+3) 29
LIBRARY PAGES (SUMMER)	16	0	0
PUBLIC WORKS/PARKS & REC.	67	59	63
PUBLIC WORKS/PARKS & REC. (SUMMER)	104	42	0
SCHOOL TRAFFIC GUARDS/PUB. SAFETY	56 7	53 5	56 7
TOTAL	<u>285</u>	<u>195</u>	<u>167</u>
	<u>+695</u>	<u>+691</u>	<u>+701</u>
GRAND TOTAL	<u>980</u>	<u>886</u>	<u>868</u>

SEPTEMBER 1990

C I T Y   O F   B A Y O N N E  
P E R S O N N E L

	<u>ADDED:</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>SALARY</u>
9-18-90	GALLAGHER, K.	Department of Public Safety	Clerk Typist	\$16,307.
9-18-90	SUCHTA, S.	Department of Public Safety	Agency Aide	4.63 p/hr
9-18-90	SILVERS, W.	Department of Public Safety	Agency Aide	4.63 p/hr
9-25-90	DEVENEY, K.	Free Public Library	Bldg. Maint. Worker	16,921.
9-26-90	DELBERT, P.	Dep't. Public Works/P&R	Tree Climber	13,823.
9-26-90	SERKIN, G.	Dep't. Public Works/P&R	Tree Climber	18,687.
9-26-90	GENOVA, G.	Dep't. Public Works/P&R	Maint. Rep. Mason	13,825.
9-26-90	DE CUICES, N.	Dep't. Public Works/P&R	Equipment Operator	9.57 p/hr
9-26-90	PILANSKI, V.	Department Health & Welfare	Recreation Attendant	3.80 p/hr
9-27-90	HOPPER, A.	Department of Public Safety	School Traffic Guard	5.05 p/hr
9-27-90	PARKS, N.	Department of Public Safety	School Traffic Guard	5.05 p/hr
9-27-90	DOOLEY, G.	Dep't. Public Works/P&R	Laborer	13,110.
9-27-90	HEALEY, J.	Dep't. Public Works/P&R	Laborer	13,110.
9-28-90	DECZYNSKI, R.	Department of Public Safety	Police Officer	21,908.
9-28-90	FALLON, K.	Department of Public Safety	Police Officer	21,908.
9-28-90	FARLEY, G.	Department of Public Safety	Police Officer	21,908.
9-28-90	GORDON, H.	Department of Public Safety	Police Officer	21,908.
9-28-90	GORDON, L.	Department of Public Safety	Police Officer	21,908.
9-28-90	HOJNACKI, T.	Department of Public Safety	Police Officer	21,908.
9-28-90	KOBRYN, W.	Department of Public Safety	Police Officer	21,908.
9-28-90	MAGNER, K.	Department of Public Safety	Police Officer	21,908.
9-28-90	SULLIVAN, D.	Department of Public Safety	Police Officer	21,908.
9-28-90	SULLIVAN, J.	Department of Public Safety	Police Officer	21,908.
9-28-90	VALDORA, M.	Department of Public Safety	Police Officer	21,908.

SEPTEMBER 1990

C I T Y   O F   B A Y O N N E  
P E R S O N N E L

DELETED:

	<u>DELETED:</u>	<u>DEPARTMENT</u>	<u>TITLE</u>	<u>SALARY</u>
9-03-90	ROSCISZEWSKI, K.	Department of Public Safety	Clerk	\$12,256.
9-04-90	STANTON, W.	Dep't. Public Works/P&R	Equipment Operator	18,687.
9-04-90	HENNIGAN, K.	Department of Public Safety	School Traffic Guard	5.05 p/hr
9-16-90	DYNEGA, T.	Department of Public Safety	School Traffic Guard	7.05 p/hr
9-17-90	KATARYNIAK, S.	Department of Engineering	Water Meter Repairer	13,681.
9-17-90	MASSARELLI, J.	Office of the Mayor	Field Rep. Pr. Imp.	16,411.
9-24-90	DEVENEY, K.	Department of Public Works/P&R	Groundskeeper	13,742.
9-25-90	DELBERT, P.	Dep't. Public Works/P&R	Tree Trimmer	13,110.
9-25-90	SERKIN, G.	Dep't. Public Works/P&R	Equipment Operator	17,471.
9-25-90	TRACY, P.	Dep't. Public Works/P&R	Laborer	13,110.
9-25-90	TILLMAN, M.	Dep't. Public Works/P&R	Laborer	13,110.
9-28-90	CRISTI, S.	Department of Public Safety	School Traffic Guard	5.05 p/hr

ADDED:

9-04-90	TIMOLDI, T.	Dep't. Public Works/P&R	Laborer	\$13,110.
9-04-90	CHIMENTO, R.	Dep't. Public Works/P&R	Laborer	13,110.
9-05-90	CRISTI, S.	Department of Public Safety	School Traffic Guard	5.05 p/hr
9-05-90	SMITH, T.	Department of Public Safety	School Traffic Guard	5.05 p/hr
9-06-90	HOYNE, D.	Department of Public Safety	School Traffic Guard	5.05 p/hr
9-12-90	KUCHARSKI, K.	Dep't. Public Works/P&R	Laborer	13,110.
9-12-90	ZAKUTANSKY, R.	Dep't. Public Works/P&R	Tree Trimmer	13,110.
9-12-90	OLIVA, A.	Department of Public Safety	School Traffic Guard	5.05 p/hr
9-17-90	DYNEGA, T.	Department of Public Safety	Clerk	13,226.